

Rate the extent to which you believe the scenarios to be discriminatory. 0 is NOT AT ALL. 9 is UNQUESTIONABLY AN EXAMPLE OF BIAS THAT REQUIRES SOME FORM OF RESPONSE

**Scenario 1**

A multidisciplinary team were assessing a 16 year old. The young woman mumbled the words “Ni\*\*ers wanna try, ni\*\*ers wanna lie then ni\*\*ers wonder why, ni\*\*gers wanna die”. There was a White male doctor and a Black female social worker. Steered by the doctor, a conversation ensued about whether the young person was in a gang and also had internalised racism and whether this made for a particularly serious risk. The social worker noted a rhyme pattern and tried to explore whether there was more to it, for example poetry but more likely rap. There was a disagreement during the discussion. Afterwards as the doctor and social worker walked to their cars the doctor said “You weren’t going to let it drop, were you? It’s like your gangster side came out”.

0	1	2	3	4	5	6	7	8	9
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**Scenario 2**

A social worker who identifies a British Pakistani was used (fully consensually) as the ‘go to’ person in the team for asking questions about being Muslim and South Asian. He was known as an expert on the subject amongst colleagues. When a job for a Band 7 team leader arose elsewhere in the Trust he asked his manager for her thoughts on whether he should apply and her response was “...but I see your expertise more around the diversity stuff as opposed to leadership”.

0	1	2	3	4	5	6	7	8	9
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**Scenario 3**

During an assessment of a Pakistani Muslim young man the family described that the young man “.....began acting strange, going out with White girls and drinking” During the discussion amongst the mental health professionals one of the doctors said “**I’ve dealt with these families before. They are known to blow things up (he then winked) out of proportion**”.

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**Scenario 4**

A social worker was in a multi-agency meeting regarding a 17-year-old of Black Caribbean heritage for whom professionals had mental health concerns. Others present were a police officer; YOT worker and foster carer and AMHP. When asked for an opinion about possible outcomes of an assessment the AMHP explained the need to find an age-appropriate bed if an application was made for detention. The police officer asked: “Is that necessary for someone like him? Have you seen the size of him, he’s like Tyson. He’s one of them who has been doing county lines since age 13, he’s more of an adult than many on the adult wards”

0	1	2	3	4	5	6	7	8	9
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